

On 12/5/08, **Bill Baisey** <bbaisey@easternsolutionsnet.com> wrote:

Rushdi

I have tried calling you multiple time with no avail..

Rushdi, your staff have been creating riots and threatening other staff who wants to leave the site back to their home country to beat them. This is not acceptable.. These people never paid NICS any money to come to Iraq.. this was done between you and them. Although and as you know NICS responsibility for these people starts when they move into the working location inside the camp, yet we are working diligently now to overcome the problem.

You are required to help control your people until they are back to their home country. And as we have stated earlier we need to meet to work out a compensation plan for these people for the period they stayed in Iraq.

Please call me as soon as you get my email.

From: Rushdi Al Ayad [<mailto:professionals.r@gmail.com>]

Sent: Friday, December 05, 2008 11:20 AM

To: Bill Baisey

Subject: Re: Compensation to Sri Lankans

Dear Mr. Baisey,

Thanks for your email and you could not contacted me due to my being out of station,.

For the protest and other unrest created by them, we are sorry about, but it has culminated, due to mental depressing of these workers confine to one place without their jobs for more than two and half months and no proper facilities, and non payment of salaries, but we still standby your word that proper facilities provided.

Can you explain to me, who paid for their air ticket to Baghdad via Dubai, Visa Fees, and other mobilization expenses? Your comment that a compensation package for period they have stayed in Iraq cannot be accepted, you will have to pay their two months salary before negotiating for compensation including expenses they have incurred to come to Baghdad for employment with you, which you cannot deny and I or my company did not traffic these people illegally to Baghdad, but on your full authority and fully legalized.

I do not agree with you that no money had been paid to your company, and you cannot deny that all expenses met by these recruits are on behalf of your company to reach Baghdad. You never paid any expenses to bring them to Baghdad including the visa fees to Baghdad were paid to your company. But I met all expenses including hotel expenses and other charges to your interviewing delegation in Sri Lanka.

Further, your contention that your responsibility commence once they moved into their working locations inside camp cannot be accepted in spite of the fact they have arrived on your visa and may be you have your contractual obligation with KBR and not with us. I have boarded these workers on your instruction and confirmed acceptance by you and your company, so the responsibility lies with you and your company,.

You and your company should take note that I contacted you as soon as I heard from Sri Lankan workers of the problem by our email dated 24th November 2008 and we were in receipt of a reply from Madam Houryⁱ stating that this matter will be resolved and deployment will take place on or before 10th of December 2008. We attach both emails for your information.

From that time onward we were in touch with our people not to disturb the mobilization as your concern is our concern. De- mobilizing them is not the solution and mobilizing them will render redress to all concerned. Other actions should be secondary option. You must agree that all these people were arrived on a job order provided to me and my company.

I or my director from our company is willing to come for negotiation, If you could meet their expenses and visa arrangements etc.,

Regards

Rushdi

Rushdi,

Even if I accept the content of your email which I don't, then these people are under the 3 months probation period.. the company has the right to terminate them during this 90 days. The circumstances we are currently in is not of our own making. Yet the people on the ground are not making it any easier to solve the issue at hand. We have offered to pay salaries for the period they stayed in Iraq and work with you as an agent a compensation package to these staff yet they still are creating issues inside the camp,, Their actions are endangering others lives.

I welcome you to Kuwait so for a meeting any time,,, meanwhile, we have to sort out this issue now and have to get these people under control.

If they elect not to leave then that is their choice but NICS can't be responsible after paying them the salaries.

Best Regards

Bill Baisey
CEO - Eastern Solutions Group